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69-3409

24 JUL 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Midcareer Follow-Up

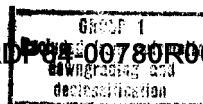
REFERENCE : Note for Director of Training  
from DD/S dtd 20 Jun '69,  
same subj.

1. The attached document, "Report on Midcareer Officer Follow-up", provides answers to the seven questions outlined in referent memorandum. This report on 16 Midcareer Officers in the Training Career Service up-dates substantially the information furnished by Mr. [ ] in the attachment to your memorandum.

2. Since the inception in 1964 of a Midcareer Program in the Office of Training and the concurrent selection of 17 officers, a total of 26 officers have participated in the Program at various times. Of the present 16 Midcareerists, nine are original designees. Over the years, ten officers were separated from the Program--two through resignation, two for sub-standard performance, one through transfer to another career service, and five due to seniority of grade and experience.

3. I have answered question "E" of referent memorandum--additional training provided since completion of Midcareer Executive Development Course--by recording all training completed from date of selection as a Midcareer Officer. Inclusion of training completed since acquiring Midcareer status more accurately reflects planning and accomplishments of the customary five-year career planning period. Further, some participants completed significant planned training assignments before enrollment in MEDC.

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25X1 4. Regarding "planned" assignments as opposed to "target of advancement opportunity" per question "C" of the memorandum--it may be fairly said that 15 of the 16 officers are in planned assignments and that only one, [REDACTED] had the good fortune to be chosen by the Training Career Board for the one-year Fellowship in Congressional Operations through the "target of opportunity" method. Of the remaining 15, twelve (12) officers [REDACTED]

25X1 [REDACTED]  
25X1 [REDACTED] are in assignments planned to provide the individual with broadening and/or advancement opportunity. The remaining three (3) officers [REDACTED] are in planned assignments--two [REDACTED], att p.13) by request of the officer himself and one [REDACTED] att p. 6) because the position is best suited to the qualifications and experience of the officer. Advancement was not the primary consideration in these latter three assignments.

5. As part of the OTR personnel development planning process, the Training Career Board has identified all senior-level or key positions in this Office and tentatively selected candidates worthy of further consideration when a vacancy occurs. Midcareer officers are naturally an excellent source of candidates for advancement to key OTR positions and, accordingly, their qualifications are regularly reviewed for planning purposes. In response to question "D"--Column 10, Assignment and Training Plans, summarizes the essential features of assignment plans as developed by the Career Board through executive inventories, career plans and other Board planning efforts based on receipt of new information from Field Reassignment Questionnaires, Fitness Reports, and the individual himself.

6. At its meeting of 23 May 1969, the Training Career Board agreed to schedule a comprehensive review of the OTR Midcareer Program subsequent to the publication of a new Agency Regulation on the Program. Additional changes in the status of the Program, as partially conveyed by this report are therefore anticipated.

[REDACTED]

HUGH T. CUNNINGHAM  
Director of Training

Attachment as stated

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OFFICE OF TRAINING

REPORT ON MIDCAREER OFFICER FOLLOW-UP

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25X1

1	2	3	4	5	6	7	8	9	10	11
NAME	AGE	PRESENT GRADE	GRADE WHEN SELECTED	DATE SELECTED FOR MIDCAREER PROGRAM	CAREER PLAN PREPARED OR UP-DATED	MIDCAREER COURSE COMPLETED	OTHER TRAINING COMPLETED SINCE SELECTION AS MCO	STILL GS-15 POTENTIAL	ASSIGNMENT AND TRAINING PLANS	SUGGESTED ROTATIONAL ASSIGNMENT
(DC/Support School-Admin)	46	14 (Aug 67)	13	July 64	May 68	Oct 64 (#4)	Anal. Indiv. for Counsel. Purposes(66) Mgmt. (66) Managerial Grid Lab Sem (66) TV in Indust. Trng. & Mgmt. Devel. (66) Instructional Pro- gram Sem. (67) Perform. Objs. Work- shop (67) ADP Orientation (68) Sup.Serv.Review (68) Mgmt. Concepts (68) ASTD Conference (69)	Yes		

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(continued)

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Operations Officer)

43	14 (Aug 68)	13	July 64	Nov 64	Feb 66 (#8)	Instruct.Trng.(65) Basic Spanish (67)	Under review by Career Board
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44	14 (Aug 67)	13	July 68	July 68	Scheduled for MEDC #22 starting 12 Oct 69.	Instruct.Trng.(65) Flight Trng.(65) Instrument Pilot Course (66) NIS (67) Adv.Mgmt.(Plan) (69)	Yes
Operations Officer)							

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(OTR/Office of Exec. Assistant-Mgmt. Staff)	41	13 (Aug 63)	13	Mar 68	Aug 68	Scheduled for MEDC #22 starting 12 Oct 69.	Exec.Sem.Ctr., Kings Pt.(68) Adv Mgmt (Plan) (68)	Yes		
(Fellow in Congress- sional Operations; Aug 68-Aug 69)	42	13 (Apr 66)	13	Jan 67	Aug 67	Mar 68 (#15)	Educ & Emerg- ing Tech (67) Exec Sem FPB (67)	Yes		

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(continued)

Fellow in Congress-  
sional Ops (1 yr.  
begin Aug 68)

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41	14 (Aug 67)	13	Oct 64	Feb 65 (up-dated)	Tentatively Ops Photog (65) scheduled Info Rpts Fam for MEDC: (67) #24 starting 3 May 1970.	Yes
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Plans & Policy Officer

49

14  
(Jan 65)

13

July 64

Nov 64

June 65  
(#6)

Managerial Grid  
Sem (67)  
Vietnam Station  
Orientation (67)

No

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[Redacted]

[Redacted]  
(OTR/Chief, Career  
Training Staff)

39 14 14 Jan 67 Aug 68 Nov 67 Mgmt Grid Sem(67) Yes  
(Sep 65) (#14) Selection Inter-  
viewing & Appraisal  
(69)

[Redacted]

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[Redacted]

National War College

[Redacted]

41  
13  
(Nov 66)  
13  
Dec 68  
Dec 68  
Attending  
MEDC #21  
which  
began  
15 Jul 69.  
None  
Yes

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(OTR/School of Inter-  
national Communism-  
Instructor)

38	13 (Jan 65)	12	Oct 64	Aug 68	Nov 68 (#18)	NIPA Career Educa- tion Award at Harvard Univ (1965-66) East Eur & USSR Regional Seminars (69)	Yes
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<div style="border: 1px solid black; width: 100px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 100px; height: 100px; margin-top: 5px;"></div>	43 (OTR/Career Training Staff-Training/Program Officer)	13 (Apr 61)	13	*Mar 68 *NOTE: Originally selected in Oct 64. Transferred to NPIC Career Service in Feb 66. Re-joined OTR in Aug 67.	Jun 68	Aug 68 (#17)	Police Orientation (69)	Yes
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[Redacted]

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[Redacted]  
Officer)

44 14 14 July 64 Feb 65 Feb 65 Basic Portuguese Yes  
(Jun 61) (#35) Mgmt #91 (65)

[Redacted]

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[REDACTED]										
[REDACTED] (OTR Intelligence School/Faculty - Instructor)	43	13 (Nov 65)	12	Oct 65	Mar 66	Jun 66 (#9)	Source Data Auto & ADP Input Sys- tems (66) Managerial Grid Sem (67) ADP Orient. (68) Adv.Mgmt.(Plan) (68) Sup.Serv.Rev.(69)	Yes		

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(OPR/Operations School/  
Hdqs Trng Branch -  
Instructor)

48

13  
(Oct 63)

13

July 64

Mar 65

Oct 65  
(#7)

CA Ops (64)  
Instr Trng (66)  
Unsuccessfully  
nominated for  
Univ Wisconsin  
Summer Inst for  
Fed Exec (65)

No

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[Redacted]

[Redacted]

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[Redacted] 40 14 13 Oct 64 Feb 66 Jun 68 Intel Rev (65) Yes  
(DDI/NPIC/Support Staff; Chief, Training Branch) (Oct 65) (#16) Programmed Learning Work-shop (68)

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<div data-bbox="89 1438 267 1501"> <div></div> Chief, Support Staff) </div>	49	15 (Apr 69)	14	Oct 64	Nov 64 Jan 69	Oct 65 (#7)	Overseas Orientation (66)	N.A.		

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